

## **RPA DIRECT RECRUITMENT SOURCES**

1. As a manager/supervisor goes about filling vacant position, there are a number of recruitment sources from which to select when using **Resumix**. The normal minimum area of consideration is DA Career/Career Conditional employees (Internal candidates). The typical area of consideration usually includes **internal and external candidates** from the following sources: CA Career/Career Conditional employees to include CIPMS, ICTAP eligibles, E.O. 12721 eligibles, NAF/AAFES eligibles, Transfer eligibles, Reinstatement eligibles, 30% disabled veterans, VRA eligibles, and Employment Program for People with disabilities. The **external source provided by a Delegated Examining Unit (DEU) is ALL US Citizens and is normally only used when there is a low probability of finding candidates from the regular internal/external sources within Resumix.**
2. In looking at **Internal Recruitment Sources**, Current Permanent Department of the Army employees can be considered for vacancies as candidates for:
  - a. Merit Promotion – The underlying principle of the Army Merit Promotion Program is the identification, qualification, evaluation, and selection of top-quality candidates from appropriate sources. Selections are made free of discrimination and are solely based on relative merit factors, knowledge, skills, other job-related criteria and legitimate position requirements. Current Department of the Army civilians are considered competitive applicants for positions at grade levels above the highest grade they have held in the competitive service on a permanent basis or for a trainee position whose target grade is above that which held in the competitive service on a permanent basis (Promotion).
  - b. Reassignment (non-competitive)
  - c. Change to lower grade (non-competitive)
  - d. Career Programs
  - e. Detail – Details may be processed for up to 120 days. Extensions may require competitive procedures.
  - f. Temporary Promotion – The initial 120 days of a temporary promotion may be made noncompetitively. All time spent on noncompetitive details and temporary promotions during the preceding 12 months counts toward the 120 day total. If the temporary promotion is extended beyond the 120 days, competitive procedures apply.
3. **Interchange Agreement Candidates** are normally always included in the area of consideration:
  - a. NAF/AAFES Eligibles
  - b. DCIPS Employees

4. **External Recruitment Sources** - The term External Recruitment Sources refers to the process of attracting and appointing applicants who are not current DA civilian employees. There are a number of different ways in which individuals who are not current army employees can be considered for vacant positions. The most common external recruitment sources include:

- a. Reinstatements
- b. Reemployed Annuitants
- c. Transfers from other Federal Agencies
- d. Office of Personnel Management Certificates (Cost involved)
- e. Delegated Examining Authority
- f. Outstanding Scholar Program
- g. People with Disabilities Employment Program
- h. E.O. 12721 Eligibles
- i. Veterans Recruitment Authority (VRA)
- j. Thirty Percent or More Compensably Disabled Veterans
- k. Veterans Employment Opportunity Act Program (VEOA)

5. **Candidates with Priority Consideration and Placement Programs** – During the recruitment process, there may be individuals who are entitled to special priority consideration for your vacancy. In some cases, the individual is entitled to be placed into the position; in other cases entitlement falls short of mandatory placement. The nature of the special consideration or placement will depend upon the program involved.

- a. Automatic Repromotion/Special Consideration for Re-promotion
- b. Mandatory consideration/placement based on higher authority or settlement agreements
- c. Department of Defense Priority Placement Program, Program A (DoD PPP)
- d. Overseas Returnees
- e. DoD Retained Grade Placement Program
- f. Military Spouse Preference Program
- g. Department of the Army Family Member Placement Program
- h. Interagency Career Transition Assistance Program
- i. Reemployment Priority List

6. **Student Employment Program** – There are several programs designed to provide students with employment opportunities while they are in school and upon graduation from college. The programs are available to anyone enrolled or accepted for enrollment as a degree-seeking student at an accredited high school, technical or vocational school, 2-year or 4-year college or university.